

MINUTES

The Campbell County Board of Education met in a special called meeting on Thursday, February 2, 2012, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Rector Miller, David Lynch, Homer Rutherford, Josh Parker, Johnny Byrge, Scott Hill, Eugene Lawson, Johnny Creekmore, Chairman Mike Orick. School board member J.L. "Sarge" Collins was absent from the meeting. Director of Schools, Donnie Poston was present and Gail Parks kept the minutes.

Roll Call.

Motion by Rutherford, second by Creekmore to approve the Agenda.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-absent, Orick-yes. Motion Passed.

I. Consider approval of Director of School's Evaluation Instrument.

Director Poston distributed a hand out. Discussion was held regarding attendance. Director Poston stated there has been a decrease in attendance for the past several years. There is a 93% attendance in grades 9-12. Our economy has played a part of the decrease. Board member Miller stated Knox County Schools contact the parents by computer upon the second missed day of school and asked if we do the same. Board member Miller also commented that he believed the board purchased a program last year to do this. Director Poston stated he was aware that letters were sent but would check on the calling process. Board attorney Cantrell stated the new law states that truancy begins after the 5th day missed. 6th day considered truant and a referral needs to be done. Board member Miller stated he wanted information if we were utilizing the automated system. Board member Lawson stated we have a truancy board and if students don't comply then they will appear in truancy court. Board member Lawson stated he has observed we lack with consistency. Our current policy stated if you miss 10 days in a semester you make an F. Some teachers will give A's and some will F's. This is happening all the time. Some teachers have a soft spot for lower grade students. It was discussed to have Mr. Cannon to explain the dial up system we have in place for notification to parents on absenteeism. AYP was discussed. Director Poston stated he was waiting for guidance from the State Department of Education regarding the TCAP scores. Board member Lawson stated he was in Nashville last week and talked with other systems. If a school makes 90% on their TCAP scores and last year they made 90%, they go on the target. If a school made 31% last year and 30% this year they go off the target list. Board member Lawson asked if this was correct. Director Poston stated yes. Board member Lawson stated there was misconception that if a school went on the target list the bottom has fallen out and the one that went off target has made great progress. Many teachers are upset with the new evaluation. Board member Lawson stated there could be "fudging" going on if monitoring was not being done. Board member Lawson stated he wanted to know what was in place for this.

MINUTES
PAGE 2
FEBRUARY 2, 2012
SPECIAL CALLED MEETING

Board member Miller stated there are good and bad teachers in each school and the principals know who they are. He stated they didn't need an evaluation instrument to tell them which one is and is not. Board member Miller stated he hopes the director will spend time focusing on teachers who are not performing. Board member Miller asked Director Poston if teaching assistants are being trained on Intervention. Mrs. Tammy Lay stated teachers are trying to train them. Director Poston stated with all the changes he was proud of the calmness in the schools and that we are having school. We need to provide assistance to our teachers. Board member Parker stated he would like to see where we are as in comparison to state-wide.

Meeting recessed. School board members went into Executive Session.

Meeting reconvened.

- II. Comments from DOS – 3 part minimum performance standards.
Current status – Attendance, (2) Graduation Rate and (3) AYP Test Scores

This items was discussed in accordance with Item I.

- III. Recess into Executive Session.
- IV. Reconvene into Special Called Session.
 - A. Present Evaluation Scores

Chairman Orick stated each board members evaluation had been gone through and the numbers have been compiled.

Section 1/Board Relationship. There are 5 components. Overall score 2.2. Area usually meets expectations.

Section 2/Community Relationships. There are 5 components. Overall score 3.1. Consistently meets expectations.

Section 3/Staff and Personnel Relationships. There are 5 components. Overall score 2.88. Usually and Consistently meet expectations.

Section 4/Facilities and Finance. There are 5 components. Overall score 2.64. Usually meets expectations.

Section 5/Vision. There are 5 components. Overall score 2.3. Usually meets expectations.

Section 6/Student Achievement. There are 5 components. Overall score 2.98 Usually and consistently meet expectations.

Total overall Evaluation – 2.68/Usually and consistently meet expectations.

MINUTES
PAGE 2
FEBRUARY 2 2012
SPECIAL CALLED MEETING

III. B. Comments from Board Members/DOS

Chairman Orick stated the lowest was under Board Relationship. Director Poston stated he perhaps needed to do more dinner's and coffee. Chairman Orick stated the evaluations would be on file in Gail's office. The next evaluation for Director Poston will be in June. Board member Rutherford stated he felt communication has improved since the board received their iPads. Board member Miler stated in looking at the evaluation the low evaluation was on communication and would like to see improvement on this area. Board member Hill stated for the mess that Director Poston was handed he has done a tremendous job in turning it around in this short period of time. He thanked Director Poston for allowing the mid-year evaluation and taking the board's input. Board member Hill stated he sees a lot of attitude and morale changes in employees and feels that test scores are going to improve and go up and wants to give Director Poston time to work on his goals and visions.

Director Poston thanked the board for the evaluation and felt it wasn't a bad evaluation. He stated he gives more than 8 hours a day loves the kids and tries to have peace with what he is doing. Director Poston stated he was doing his best to be an example for the students, teachers and community.

V. Adjourn Meeting.

Mike Orick
Chairman of the Board

Donnie Poston
Director of Schools